

HR Weekly Podcast 02/18/2015

Today is February 18, 2015, and welcome to the HR weekly podcast from the State Human Resources Division. Today's topic concerns new Occupational Safety and Health Administration, or OSHA, reporting requirements that are effective as of January 1, 2015.

Under new OSHA reporting requirements, all employers are now required to notify OSHA within 24 hours of any incidents involving in-patient hospitalizations of one or more employees, amputations, or loss of an eye. The previous regulation required employers to report all work-related fatalities and all work-related hospitalizations of three or more employees and did not require reports of single hospitalizations, amputations, or loss of an eye.

Employers are still required to report work-related fatalities within eight hours of the event. Only fatalities occurring within 30 days of the work-related incident must be reported to OSHA.

An in-patient hospitalization does not have to be reported if it is for diagnostic testing or observation only. OSHA defines an in-patient hospitalization as a formal admission to the in-patient service of a hospital or clinic for care or treatment.

Employers have three options by which to report a work-related event: (1) Contact the nearest OSHA area office, (2) call OSHA's 24-hour hotline 1-800-321-OSHA or 1-800-321-6742, or (3) electronically through a new tool that will be released soon at www.osha.gov/report_online.

Finally, OSHA's new rule also updates the list of employers that are partially exempt from OSHA's record-keeping requirements. Under the new rule, 25 industries that were previously exempt are no longer exempt and must now maintain the OSHA 300 logs and other required documentation.

Further information and updates regarding the new OSHA reporting requirements can be found on OSHA's website at www.osha.gov. Thank you.